

Schmid, Therese

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**From:** Felice, Andrew  
**Sent:** February 14, 2020 09:50 AM  
**To:** Schmid, Therese  
**Subject:** FW: Deployment Accommodation Request  
**Attachments:** Accommodation Request - QB.pdf

Therese – please see attached for ATIP FW: Action Required ATIP A-2020-02459

**From:** @cbsa-asfc.gc.ca>  
**Sent:** October 15, 2018 8:19 PM  
**To:** Risk, Julie <Julie.Risk@cbsa-asfc.gc.ca>; Felice, Andrew <Andrew.Felice@cbsa-asfc.gc.ca>; Moxon, Christopher <Christopher.Moxon@cbsa-asfc.gc.ca>  
**Subject:** Deployment Accommodation Request

Thank you for the offer of Deployment.

As per my conversation with A/C Andrew Felice

Thank you for your time,

## Schmid, Therese

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**From:** Moxon, Christopher on behalf of CBSA-ASFC\_SOR Chief Queenston Bridge  
**Sent:** February 13, 2020 12:30 PM  
**To:** Schmid, Therese  
**Subject:** FW: Internal Transfer

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**From:** Risk, Julie  
**Sent:** May 11, 2017 8:45 PM  
**To:** @cbsa-asfc.gc.ca>  
**Cc:** Aquilina, Monique <Monique.Aquilina@cbsa-asfc.gc.ca>  
**Subject:** RE: Internal Transfer

Hello

Thank you for contacting me. I always like to hear when people are interested in working at our Port of Entry.

Unfortunately we do not have any FB01 positions at the port of entry here at Queenston Bridge. I actually don't know if we have any in the Southern Ontario Region.

I would however suggest you put your formal deployment request in with our SOR Human Resources Department. I have cc'd Monique Aquilina on this email who works in that department.

Good luck with your deployment request

*Julie Risk*  
Chief of Operations  
Queenston Bridge  
14154 Niagara Parkway  
Niagara-On-The-Lake, Ontario  
L0S 1J0  
(905) 262-4340 - phone  
(905) 262-0595 - fax  
[Julie.Risk@cbsa-asfc.gc.ca](mailto:Julie.Risk@cbsa-asfc.gc.ca)

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**From:**  
**Sent:** May 8, 2017 4:37 PM  
**To:** Risk, Julie <[Julie.Risk@cbsa-asfc.gc.ca](mailto:Julie.Risk@cbsa-asfc.gc.ca)>  
**Subject:** Internal Transfer

Good Afternoon Mrs. Risk,

I am reaching out to you at this time in an effort to secure an indeterminate position in your region.

I hope the Queenston Bridge Traveller Operations has a requirement for an individual with my knowledge and skills. A copy of my resume is attached for your consideration.

Please do not hesitate to contact me should you require any further details. I can be reached at \_\_\_\_\_ or by email at: [@cbsa-asfc.gc.ca](mailto:@cbsa-asfc.gc.ca) and/or

I thank you in advance for your consideration, and I look forward to meeting you in person.

Sincerely,

\_\_\_\_\_  
| Operations Branch  
Canada Border Services Agency | Government of Canada  
[@cbsa-asfc.gc.ca](mailto:@cbsa-asfc.gc.ca) | Tel. : 1-800-523-5072

\_\_\_\_\_  
| Direction générale des opérations  
Agence des services frontaliers du Canada | Gouvernement du Canada  
[@cbsa-asfc.gc.ca](mailto:@cbsa-asfc.gc.ca) | Tel. : 1-800-523-5072

## Schmid, Therese

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**From:** McBurney, Denise  
**Sent:** January 31, 2020 08:55 AM  
**To:** Haggar, Christine  
**Subject:** RE: Status of some transfer requests  
**Attachments:** Deployments by Region - Denise.docx

We still follow the process,

<https://cbsawikiasfc.omega.dce-eir.net/display/SOR/Resources+for+Employees>

<https://cbsawikiasfc.omega.dce-eir.net/display/SOR/The+Deployment+Process>

I am currently in the process of negotiating with Toronto and NOR. I have attached what I am working with – we have a spreadsheet but this document is easier for me to copy and paste with the other team leads and when on the phone. It is not to be shared.

You can see that there is 1 employee that (don't include , deployed in the last Cohort) that is requesting to go to GTA that is not requesting Hamilton. GTA does not trade us an officer from Pearson so we can send someone to Hamilton. In managing the employees and the union it would be best that they understand that broadening the scope of the request could assist in getting the deployment actioned. What is likely to ultimately happen is we will trade seats for officers from GTA to come, and we will not have any deployments accepted in. Also, we cannot compel another region to take our employees, we can agree to deployments in but we cannot force deployments out. For the example you sent me from GTA – normally their management team decides there for example (because the staff all want to leave) we can release 5 BSO's to SOR this round and they determine what locations those releases come from. I have sent the request from the employee up to ask for consideration.

For NOR, they get limited seats as seats are more concentrated in the busier regions across the country, you can see on the chart that we have 13 requesting to go. For example consider NF has been given 5 total seats, NOR cannot trade that many to us, staff the places they need to staff and consider all the other regions across the country. So we see 1 or 2 deployments normally per Cohort (they already owe us 2 seats from people we have sent).

I am not sure this helps you but at least you can see what we are dealing with. As far as making people happy we actually action a tonne of trades every Cohort, last round was small because we were only given 12 seats but we still negotiated an additional 18 deployments into, out of and within SOR. I know that Christine shared information with the union at RULMCC in the last 3 years we have actioned 137 deployments just as a result of trades either body for body or body for seat.

Let me know if you would like to discuss further.

thanks,

Denise

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**From:** Haggar, Christine <Christine.Haggar@cbsa-asfc.gc.ca>  
**Sent:** January 31, 2020 8:00 AM  
**To:** McBurney, Denise <Denise.McBurney@cbsa-asfc.gc.ca>  
**Subject:** RE: Status of some transfer requests

I seem to remember there was some document pertaining to the new deployment process a few years ago. Does it still exist? Is it relevant?

I would like to have something to give to people so they can understand how this all works. As you know, it is the whole perceived fairness thing that people get mad about. And sometimes the Union talks out of their butt making promises they can't keep then blames management when they can't deliver. I remember reading something a few years ago about the process and if it is still relevant, I will try to get my hands on a copy. It will help me manage these things here. For NOR and GTA (not Hamilton) I would really love it if I could know the situation of how many people are waiting and where they fall in order because we have at least 4 people trotting around here as of late from GTA that want to come here and people that want to go there. I would love to be able to try to make some trades and make some people happy.

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**From:** McBurney, Denise <[Denise.McBurney@cbsa-asfc.gc.ca](mailto:Denise.McBurney@cbsa-asfc.gc.ca)>

**Sent:** January 31, 2020 7:40 AM

**To:** Haggar, Christine <[Christine.Haggar@cbsa-asfc.gc.ca](mailto:Christine.Haggar@cbsa-asfc.gc.ca)>

**Subject:** RE: Status of some transfer requests

We have a deployment log, and I do all the negotiations between regions. There is no "place" on the log as it really is dependent on where the person wants to go and the needs at that location balanced against volumes requested in across the country. For example we just had someone this week request to go to prairies, there is a good chance it will be actioned in the trades I am discussing this week. We also have 10 people wishing to go to Hamilton, one has been on the list since 2016, they do not have a need in Hamilton and when they do they offer to GTA employees first then backfill at the airport. NOR is similar, there are an abundance of requests to go there both from SOR and across the country.

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**From:** Haggar, Christine <[Christine.Haggar@cbsa-asfc.gc.ca](mailto:Christine.Haggar@cbsa-asfc.gc.ca)>

**Sent:** January 30, 2020 3:37 PM

**To:** McBurney, Denise <[Denise.McBurney@cbsa-asfc.gc.ca](mailto:Denise.McBurney@cbsa-asfc.gc.ca)>

**Subject:** Status of some transfer requests

Hi there

I am just wondering if one of your direct-reports keeps a tally of transfer requests and where they sit?  
I don't want to hassle you if there is someone assigned to it. I have a few people that have been asking of late.

Thank you

Christine Haggar  
Chief, Operations Branch  
Canada Border Services Agency / Government of Canada  
[Christine.Haggar@cbsa-asfc.gc.ca](mailto:Christine.Haggar@cbsa-asfc.gc.ca) / Tel. : 905-262-6040 / TTY: 866-335-3237

Chef, Direction générale des opérations  
Agence des services frontaliers du Canada / Gouvernement du Canada  
[Christine.Haggar@cbsa-asfc.gc.ca](mailto:Christine.Haggar@cbsa-asfc.gc.ca) / Tél. : 905-262-6040 / ATS: 866-335-3237

SOR - Deployments into ATL					
	SOR	RB	ATL	Halifax	2016-05-29
	SOR	PB	ATL	Moncton Romeo Leblanc International Airport	2019-12-17
	SOR	PB	ATL	Halifax	2019-04-26

GTA - Deployments into SOR					
	GTA	PIA	SOR	AMB or TUNNEL	2018-02-21
	GTA	PIA	SOR	NFD or FED	2019-06-13
	GTA	PIA	SOR	QB, RB, PB	2019-08-30
	GTA	PIA	SOR	FED or SOR	2018-04-05
	GTA	PIA	SOR	PB, QB, RB	2019-11-06
	GTA	PIA	SOR	PB, QB, RB	2019-03-07
	GTA	EIOD-HAMILTON	SOR	EIOD-NIAGARA FALLS	2018-05-04
	GTA	PIA	SOR	NFD or FED	2019-05-03
	GTA	PIA	SOR	PB, QB, RB	2019-04-18
	GTA	EIOD-HAMILTON	SOR	EIOD-NIAGARA FALLS	2016-02-26
	GTA	PIA	SOR	RB, QB, PB	2019-04-18
	GTA	PIA	SOR	NFD	2019-02-09
	GTA	EIOD-GTAR	SOR	EIOD-NIAGARA FALLS REMOVALS, INTL ANALYST	2020-01-07
	GTA	PIA	SOR	QB, RB, PB (FB03-Mar 4/20)	2019-12-09
	GTA	OPOD GTA	SOR	NFD	2018-12-24

SOR - Deployments into GTA					
	SOR	QB COMMERCIAL	GTA	Ham Int'l Airport	2015-05-04
	SOR	QB COMMERCIAL	GTA	Ham Int'l Airport	2017-08-22
	SOR	NFD	GTA	OPOD Ham Int'l Airport	2019-02-19
	SOR	QB COMMERCIAL	GTA	Ham Int'l Airport	2018-10-09
	SOR	QB	GTA	Ham Int'l Airport	2019-07-02
	SOR	PB TRAVELLERS	GTA	Ham Int'l Airport	2016-05-04
	SOR	AMB BRIDGE	GTA	Cargo/Com/Postal	2018-06-25
	SOR	PB	GTA	Ham Int'l Airport/EIOD-Hamilton	2019-10-18
	SOR	AMB BRIDGE	GTA	Ham Int'l Airport	2020-01-13
	SOR	PB	GTA	Billy Bishop Island Airport	2020-01-03
	SOR	QB TRAVELLERS	GTA	OPOD Ham Int'l Airport	2009-12-01
	SOR	QB TRAVELLERS	GTA	GTA - BSO	2020-01-17

NOR - Deployments into SOR					
	NOR	Fort Frances	SOR	QB	2019-12-10
	NOR	Fort Frances	SOR	QB, RB, PB	2019-11-28

SOR - Deployments into NOR					
	SOR	Peace Bridge	NOR	Ottawa, Prescott, Cornwall, Lansdowne	2018-12-21
	SOR	Blue Water Bridge	NOR	Lansdowne	2019-03-07
	SOR	Blue Water Bridge Sarnia	NOR/NCR	Prescott/Lansdowne, National Targeting Centre	2019-11-05
	SOR	Fort Erie Traffic	NOR	Lansdowne-Prescott-Cornwall-Ottawa	2017-12-28
	SOR	Ambassador Bridge	NOR	Landsdown POE, Prescott POE, Ottawa Cargo	2019-10-29
	SOR	Peace Bridge	NCR	National Capital Region - Targeting	2018-03-24
	SOR	Peace Bridge	NOR	Lansdowne or Prescott or Macdonald airport	2018-07-25
	SOR	Queenston Bridge	NOR	Lansdowne	2019-08-29
	SOR	Blue Water Bridge	NOR	McDonald C Airprt, Lansdowne, Lesage Airprt, QU, NTC Ottawa	2019-04-01
	SOR	Queenston Bridge	NOR	MacDonald Cartier Airport	2016-01-01
	SOR	Blue Water Bridge	NOR / SOR	Prescott/Lansdowne + Niagara District	2017-12-05
	SOR	AmMB - Commercial	NOR	Landsdown POE	2020-01-06
	SOR	Windsor Tunnel	NOR	Lansdowne or Prescott	2018-08-07



PAC - Deployments into SOR					
	PAC	VIA	SOR	SOR	2015-08-26
	PAC	VIA	SOR	QB, RB, PB	2019-10-29
	PAC	VIA	SOR	AMB/Tunnel	2018-08-15
	PAC	VIA-Mail Centre	SOR	AMB/Tunnel	2019-12-18

PRA - Deployments into SOR					
	PRA	North Portal, SK	SOR	RB, QB, PB	2019-12-10
	PRA	North Portal, SK	SOR	PB, NFD	2019-08-01
	PRA	Calgary	SOR	Tunnerl or AMB	2019-09-30
	PRA	North Portal, SK	SOR	PB, QB, RB	2019-09-06
	PRA	Estevan Highway	SOR	NFD/FED	2018-05-30
	PRA	Coutts – Alberta	SOR	QB, RB, PB	2020-01-18
	PRA	Coutts - Alberta	SOR	RB, QB	2019-08-12
	PRA	Boissevain, MB	SOR	PB, QB, RB	2019-09-30
	PRA	Emerson, MB	SOR	AMB or Tunnel	2019-11-15
	PRA	Winnipeg Airport	SOR	QB, RB, PB	2019-09-16
	PRA	Edn Int'l Airprt	SOR	NFD/FED	2018-08-07

QUE - Deployments into SOR					
	QUE	Stanstead	SOR	Windsor Tunnel	2019-07-02
	QUE	Stanstead	SOR	Windsor Tunnel	2019-07-02

SOR - Deployments into QUE					
	SOR	Queenston Traffic Operations	QUE	Stanstead	2019-07-28
	SOR	FED-on assnmnt NTC	QUE	Saint-Bernard-de-Lacolle/Saint-Armand/Philipsburg/Jean Lesage de Québec	2018-03-09
	SOR	Peace Bridge Traveller Operations	QUE	Lacolle, Stanstead or St.Armand	2019-08-04
	SOR	Peace Bridge	QUE	Pierre Elliot, Leo Blanchette, Lacolle	2019-06-10
	SOR	Peace Bridge	QUE	Pierre Elliot, Leo Blanchette, Lacolle	2019-06-10
	SOR	Blue Water Bridge	QUE	Lacolle, Herdman, Dundee	2019-01-24
	SOR	Queenston Bridge	QUE	Lacolle	2019-07-11
	SOR	Peace Bridge	QUE	Pierre Elliot, Lacolle (FB-03 Apr 2/20)	2019-07-20

### SOR - Deployments within

	SOR	AMB	SOR	Windsor Tunnel Operations	2019-07-24
	SOR	PB	SOR	Rainbow, Queenston - Traffic or Commercial	2019-10-22
	SOR	AIS Windsor	SOR	EID	2017-09-21
	SOR	PB	SOR	Queenston and Rainbow	2019-06-25
	SOR	RB	SOR	Peace Bridge	2019-04-18
	SOR	BWB	NOR / SOR	Prescott/Lansdowne + Niagara District	2017-12-05
	SOR	QB	SOR	Peace Bridge Commercial	2019-04-26
	SOR	QB	SOR	Peace Bridge - Traffic/Commercial	2019-10-30
	SOR	PB	SOR	Queenston	2017-10-16
	SOR	PB	SOR	Rainbow Bridge	2019-05-27
	SOR	AMB	SOR	Blue Water Bridge	2020-01-22

## Schmid, Therese

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**From:** Moxon, Christopher on behalf of CBSA-ASFC\_SOR Chief Queenston Bridge  
**Sent:** February 13, 2020 12:26 PM  
**To:** Schmid, Therese  
**Subject:** FW: Deployment  
**Attachments:** Deployment Request Form.docx; Conditions of employment checklist.pdf; Cover Letter.doc; Resume doc; 2017-18 Assessment.docx; 2018-19 Assessment.docx; Letter of Recommendation from docx; Driver's Licence and 1st aid cpr.pdf

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**From:** @cbsa-asfc.gc.ca>  
**Sent:** August 30, 2019 12:41 PM  
**To:** Leveille, Kristen <Kristen.Leveille@cbsa-asfc.gc.ca>; CBSA-ASFC\_SOR Recruitment <M3981064AAG@cbsa-asfc.gc.ca>  
**Cc:** Walters, Jeff <Jeff.Walters@cbsa-asfc.gc.ca>; Dickinson, Brett <Brett.Dickinson@cbsa-asfc.gc.ca>; Felice, Andrew <Andrew.Felice@cbsa-asfc.gc.ca>; Moxon, Christopher <Christopher.Moxon@cbsa-asfc.gc.ca>; Risk, Julie <Julie.Risk@cbsa-asfc.gc.ca>; Hamilton, Lorne <Lorne.Hamilton@cbsa-asfc.gc.ca>; Upper, Kim <Kim.Upper@cbsa-asfc.gc.ca>; Lafferty, Daniel <Daniel.Lafferty@cbsa-asfc.gc.ca>; Vanderklei, Craig <Craig.Vanderklei@cbsa-asfc.gc.ca>; LaBelle, Sara <Sara.LaBelle@cbsa-asfc.gc.ca>; Smith, Darren <Darren.Smith@cbsa-asfc.gc.ca>; Libby, Mike <Mike.Libby@cbsa-asfc.gc.ca>  
**Subject:** Deployment

To all involved

I would like to express my interest for a deployment from the Southern Ontario Region, Niagara Falls District, Queenston Bridge Traffic; with a destination to the Southern Ontario Region, Fort Erie District, Peace Bridge Commercial or Peace Bridge Traffic. I have requested the deployment to take place as soon as possible. I hope you will find all the necessary information attached above.

The following items have been attached:

- Deployment Request Form
- Conditions Of Employment Checklist
- Cover Letter
- Resume
- 2017/18 Assessment
- 2018/19 Assessment
- Letter Of Recommendation
- Copy of Driver's Licence and First Aid/CPR

I appreciate any attention that may be given to this request.

Thank You

## Schmid, Therese

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**From:** Moxon, Christopher on behalf of CBSA-ASFC\_SOR Chief Queenston Bridge  
**Sent:** February 13, 2020 12:26 PM  
**To:** Schmid, Therese  
**Subject:** FW: BSO deployment request  
**Attachments:** Deployment.msg

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**From:** Dickinson, Brett <Brett.Dickinson@cbsa-asfc.gc.ca>  
**Sent:** October 22, 2019 4:19 PM  
**To:** Moxon, Christopher <Christopher.Moxon@cbsa-asfc.gc.ca>; Risk, Julie <Julie.Risk@cbsa-asfc.gc.ca>  
**Subject:** FW: BSO deployment request

I found this one

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**From:** Risk, Julie <Julie.Risk@cbsa-asfc.gc.ca>  
**Sent:** September 10, 2019 2:34 PM  
**To:** Moxon, Christopher <Christopher.Moxon@cbsa-asfc.gc.ca>; Dickinson, Brett <Brett.Dickinson@cbsa-asfc.gc.ca>; Felice, Andrew <Andrew.Felice@cbsa-asfc.gc.ca>  
**Cc:** Walters, Jeff <Jeff.Walters@cbsa-asfc.gc.ca>  
**Subject:** FW: BSO deployment request

Good Afternoon Chiefs,

Here is the deployment request from BSO for Queenston.  
As I has put in a deployment request to Peace Bridge this would be an easy swap.  
Please let me know your thoughts.

Thank you

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**From:** Proctor, Erika <Erika.Proctor@cbsa-asfc.gc.ca>  
**Sent:** September 9, 2019 4:05 PM  
**To:** Risk, Julie <Julie.Risk@cbsa-asfc.gc.ca>  
**Cc:** McBurney, Denise <Denise.McBurney@cbsa-asfc.gc.ca>  
**Subject:** RE: BSO deployment request

Hi Julie!

Yes, we do have listed on our Regional deployment log.

I have attached all of the emails/attachments included with the deployment request.

If you need anything else just let me know.

Erika

**From:** Risk, Julie <[Julie.Risk@cbsa-asfc.gc.ca](mailto:Julie.Risk@cbsa-asfc.gc.ca)>  
**Sent:** September 9, 2019 3:24 PM  
**To:** McBurney, Denise <[Denise.McBurney@cbsa-asfc.gc.ca](mailto:Denise.McBurney@cbsa-asfc.gc.ca)>; Proctor, Erika <[Erika.Proctor@cbsa-asfc.gc.ca](mailto:Erika.Proctor@cbsa-asfc.gc.ca)>  
**Subject:** BSO deployment request

Hello Ladies,

Do you have record of a deployment request to Queenston Bridge from BSO

who currently works in Fort Erie?

If so would you be able to forward it to me?

*Julie Risk*

Chief of Operations

Queenston Bridge

Canada Border Services Agency/ Government of Canada

[julie.risk@cbsa-asfc.gc.ca](mailto:julie.risk@cbsa-asfc.gc.ca) / Tel: 905-262-0947 / TTY:866-335-3237

Chef des opérations

Pont International Queenston

Agence des services frontaliers du Canada / Gouvernement du Canada

[julie.risk@cbsa-asfc.gc.ca](mailto:julie.risk@cbsa-asfc.gc.ca) / Tél. : 905-262-0947 / ATS : 866-335-3237

**Schmid, Therese**

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**From:**  
**Sent:** June 25, 2019 08:35 AM  
**To:** CBSA-ASFC\_SOR Recruitment  
**Cc:** LaBelle, Sara; Lafferty, Daniel  
**Subject:** Deployment  
**Attachments:** Conditions of employment checklist.docx; Deployment Request Form.docx; Letter of recommendation.docx; Resume .doc; Performance review 2018 and 2019.pdf

SOR Recruitment,

I'm requesting a deployment within SOR at the Queenston-Lewiston POE.

I've attached the documents I believe that is needed, if you require any other info please let me know.

Border Services Officer, Peace Bridge Traffic Operations  
Canada Border Services Agency / Government of Canada  
[@cbsa-asfc.gc.ca](mailto:@cbsa-asfc.gc.ca) / Tel: / TTY: 866-335-3237

Agent de Service Frontalier, Pont de la paix, opérations du trafic  
Agence des services frontaliers du Canada / Gouvernement du Canada  
[@cbsa-asfc.gc.ca](mailto:@cbsa-asfc.gc.ca) / Tél. : / ATS : 866-335-3237



## Schmid, Therese

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**From:** Moxon, Christopher on behalf of CBSA-ASFC\_SOR Chief Queenston Bridge  
**Sent:** February 13, 2020 12:26 PM  
**To:** Schmid, Therese  
**Subject:** FW: BSO deployment request

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**From:** McBurney, Denise <Denise.McBurney@cbsa-asfc.gc.ca>  
**Sent:** October 3, 2019 7:11 AM  
**To:** Moxon, Christopher <Christopher.Moxon@cbsa-asfc.gc.ca>  
**Subject:** RE: BSO deployment request

Hi Chris,

This is really easy. We would need an HRAR, and proof of conditions of employment (arming, first aid, security). Also if both are bilingual it needs to be confirmed that both have up to date language requirements or they would need to retest to deploy into a bilingual position. The documentation comes from the incoming site so Fort Erie and Niagara will each do one.

If they are actually swapping position numbers it needs to occur on the same day, but if there are vacant position numbers at each location it can be on different days.

Let me know if you have any other questions.

Thanks,

Denise

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**From:** Moxon, Christopher <Christopher.Moxon@cbsa-asfc.gc.ca>  
**Sent:** October 2, 2019 5:43 PM  
**To:** McBurney, Denise <Denise.McBurney@cbsa-asfc.gc.ca>  
**Subject:** FW: BSO deployment request

Denise,

Please let me know when you have a moment to discuss the next steps for the deployment.

Thanks,  
Chris

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**From:** Walters, Jeff <Jeff.Walters@cbsa-asfc.gc.ca>  
**Sent:** September 13, 2019 7:30 AM  
**To:** Moxon, Christopher <Christopher.Moxon@cbsa-asfc.gc.ca>; Risk, Julie <Julie.Risk@cbsa-asfc.gc.ca>; Dickinson, Brett <Brett.Dickinson@cbsa-asfc.gc.ca>; Felice, Andrew <Andrew.Felice@cbsa-asfc.gc.ca>  
**Subject:** RE: BSO deployment request

If you are all in agreement, Chris please work with Denise to complete this transaction for QBT. thx

Jeff

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**From:** Moxon, Christopher <Christopher.Moxon@cbsa-asfc.gc.ca>  
**Sent:** September 12, 2019 1:57 PM  
**To:** Risk, Julie <Julie.Risk@cbsa-asfc.gc.ca>; Dickinson, Brett <Brett.Dickinson@cbsa-asfc.gc.ca>; Felice, Andrew <Andrew.Felice@cbsa-asfc.gc.ca>  
**Cc:** Walters, Jeff <Jeff.Walters@cbsa-asfc.gc.ca>  
**Subject:** RE: BSO deployment request

Looks like this may work

---

**From:** Risk, Julie <Julie.Risk@cbsa-asfc.gc.ca>  
**Sent:** September 10, 2019 2:34 PM  
**To:** Moxon, Christopher <Christopher.Moxon@cbsa-asfc.gc.ca>; Dickinson, Brett <Brett.Dickinson@cbsa-asfc.gc.ca>; Felice, Andrew <Andrew.Felice@cbsa-asfc.gc.ca>  
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Hi Julie!

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**Subject:** BSO deployment request

Hello Ladies,

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*Julie Risk*

Chief of Operations  
Queenston Bridge  
Canada Border Services Agency/ Government of Canada  
[julie.risk@cbsa-asfc.gc.ca](mailto:julie.risk@cbsa-asfc.gc.ca) / Tel: 905-262-0947 / TTY:866-335-3237

Chef des opérations  
Pont International Queenston  
Agence des services frontaliers du Canada / Gouvernement du Canada  
[julie.risk@cbsa-asfc.gc.ca](mailto:julie.risk@cbsa-asfc.gc.ca) / Tél. : 905-262-0947 / ATS : 866-335-3237

## Schmid, Therese

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**From:** Moxon, Christopher on behalf of CBSA-ASFC\_SOR Chief Queenston Bridge  
**Sent:** February 13, 2020 12:29 PM  
**To:** Schmid, Therese  
**Subject:** FW: Deployment/Transfer Request  
**Attachments:** Deployment Letter.docx; Completed Deployment Request Form.docx

---

**From:** @cbsa-asfc.gc.ca>  
**Sent:** April 26, 2019 12:13 PM  
**To:** CBSA-ASFC\_SOR Chief Queenston Bridge <M3981300ABG@cbsa-asfc.gc.ca>; CBSA-ASFC\_SOR\_Fort Erie Chiefs <M3981400ACG@cbsa-asfc.gc.ca>  
**Cc:** Walters, Jeff <Jeff.Walters@cbsa-asfc.gc.ca>; Upper, Kim <Kim.Upper@cbsa-asfc.gc.ca>; @cbsa-asfc.gc.ca>  
**Subject:** Deployment/Transfer Request

Hello/Bonjour,

Please see attached formal request deployment/transfer letter effective immediately.  
I look forward to a reply and action as soon as possible.

Thank/Merci,

Border Services Officer  
Commercial Operations  
Canada Border Services Agency  
Southern Ontario Region/ Niagara Falls District  
@cbsa-asfc.gc.ca

Tel:  
14154 Niagara Parkway R.R. #1,  
Niagara On The Lake, Ontario L0S 1J0



Canada Border  
Services Agency

Agence des services  
frontaliers du Canada

Border Services Officer/ Queenston Commercial Operations  
Canada Border Services Agency  
Queenston Bridge  
Niagara on the Lake, Ontario  
Southern Ontario Region

April 26, 2019

Chiefs/ Queenston / Fort Erie Commercial Operations  
Canada Border Services Agency  
Queenston Bridge / Peace Bridge  
Southern Ontario Region

Re: Requesting a Transfer/Deployment.

Dear Chiefs,

I am requesting effective immediately a transfer from Queenston Commercial Operations to Peace Bridge Commercial Operations.

When this transfer does become available,

Looking forward to a quick response and action.

Warm Regards,

Border Services Officer  
Commercial Operations  
Canada Border Services Agency  
Southern Ontario Region/ Niagara Falls District  
@cbisa-asfc.gc.ca

Tel:

14154 Niagara Parkway R.R. #1,  
Niagara On The Lake, Ontario L0S 1J0



Canada Border  
Services Agency

Agence des services  
frontaliers du Canada

## Schmid, Therese

---

**From:** Moxon, Christopher on behalf of CBSA-ASFC\_SOR Chief Queenston Bridge  
**Sent:** February 13, 2020 12:25 PM  
**To:** Schmid, Therese  
**Subject:** FW: Transfer Request

---

**From:** Dickinson, Brett <Brett.Dickinson@cbsa-asfc.gc.ca>  
**Sent:** October 29, 2019 7:37 AM  
**To:** Felice, Andrew <Andrew.Felice@cbsa-asfc.gc.ca>; Moxon, Christopher <Christopher.Moxon@cbsa-asfc.gc.ca>; Schmidt, Darren <Darren.Schmidt@cbsa-asfc.gc.ca>; Walters, Jeff <Jeff.Walters@cbsa-asfc.gc.ca>  
**Subject:** FW: Transfer Request

FYI

---

**From:**  
**Sent:** October 28, 2019 2:49 PM  
**To:** Dickinson, Brett  
**Cc:**  
**Subject:** Transfer Request

Good afternoon Brett,

Would you please be able to forward this to the other chiefs on my behalf.

After much thought and consideration, I would like to submit a transfer request to Peace Bridge.

I am submitting this request for the following reasons:

- 1.
- 2.

Sincerely,

## Schmid, Therese

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**From:** Urban, Carol  
**Sent:** November 27, 2019 02:01 PM  
**To:** Walters, Jeff  
**Subject:** RE: Deployment Requests within SOR  
**Attachments:** Deployment Requests within SOR.xlsx

**Sensitivity:** Confidential

Hi Jeff,  
As per your request  
If you require anything else, just let me know. thx

Carol Urban

---

**From:** Walters, Jeff <Jeff.Walters@cbsa-asfc.gc.ca>  
**Sent:** November 27, 2019 12:23 PM  
**To:** Urban, Carol <Carol.Urban@cbsa-asfc.gc.ca>  
**Subject:** RE: Deployment Requests within SOR  
**Sensitivity:** Confidential

Hi Carol,

I'm only looking for within SOR, FB levels only. Thx

Jeff

---

**From:** Urban, Carol <Carol.Urban@cbsa-asfc.gc.ca>  
**Sent:** November 27, 2019 12:17 PM  
**To:** Walters, Jeff <Jeff.Walters@cbsa-asfc.gc.ca>  
**Subject:** FW: Deployment Requests within SOR  
**Sensitivity:** Confidential

Hi Jeff,

Denise has asked me to send you an updated Deployment Log but I just have a couple questions.

Do you only need within SOR or coming Into SOR as well and only FB-03's or at any level?

Pleas let me know and I will update the log and send it to you once completed.

Thanks,

Carol Urban  
Senior Human Resources Assistant  
National Staffing Operations, Southern Ontario Region  
Canada Border Services Agency / Government of Canada  
[Carol.urban@cbsa-asfc.gc.ca](mailto:Carol.urban@cbsa-asfc.gc.ca).



Assistant Ressources Humaines  
Opérations de dotation national, Région du Sud de l'Ontario  
Agence des services frontaliers du Canada / Gouvernement du Canada  
[Carol.urban@cbsa-asfc.gc.ca](mailto:Carol.urban@cbsa-asfc.gc.ca)

---

**From:** McBurney, Denise <[Denise.McBurney@cbsa-asfc.gc.ca](mailto:Denise.McBurney@cbsa-asfc.gc.ca)>  
**Sent:** November 27, 2019 11:30 AM  
**To:** Urban, Carol <[Carol.Urban@cbsa-asfc.gc.ca](mailto:Carol.Urban@cbsa-asfc.gc.ca)>  
**Subject:** FW: Deployment Requests within SOR  
**Sensitivity:** Confidential

Can you please send Jeff a copy of the updated deployment log?

Thank you!

Denise

---

**From:** Walters, Jeff <[Jeff.Walters@cbsa-asfc.gc.ca](mailto:Jeff.Walters@cbsa-asfc.gc.ca)>  
**Sent:** November 27, 2019 10:39 AM  
**To:** McBurney, Denise <[Denise.McBurney@cbsa-asfc.gc.ca](mailto:Denise.McBurney@cbsa-asfc.gc.ca)>  
**Subject:** FW: Deployment Requests within SOR  
**Sensitivity:** Confidential

Hi Denise,

Would it be possible to have this template updated. thx

Jeff

---

**From:** Mifflin, Kathleen <[Kathleen.Mifflin@cbsa-asfc.gc.ca](mailto:Kathleen.Mifflin@cbsa-asfc.gc.ca)>  
**Sent:** February 19, 2018 4:35 PM  
**To:** McMahon, Joe <[Joe.McMahon@cbsa-asfc.gc.ca](mailto:Joe.McMahon@cbsa-asfc.gc.ca)>; Gilmore, Jeffrey <[Jeffrey.Gilmore@cbsa-asfc.gc.ca](mailto:Jeffrey.Gilmore@cbsa-asfc.gc.ca)>; Walters, Jeff <[Jeff.Walters@cbsa-asfc.gc.ca](mailto:Jeff.Walters@cbsa-asfc.gc.ca)>; Mooney, Neil <[Neil.Mooney@cbsa-asfc.gc.ca](mailto:Neil.Mooney@cbsa-asfc.gc.ca)>; Susko, Paul <[Paul.Susko@cbsa-asfc.gc.ca](mailto:Paul.Susko@cbsa-asfc.gc.ca)>; Rankin, Tom <[Tom.Rankin@cbsa-asfc.gc.ca](mailto:Tom.Rankin@cbsa-asfc.gc.ca)>  
**Cc:** Wright, Melinda <[Melinda.Wright@cbsa-asfc.gc.ca](mailto:Melinda.Wright@cbsa-asfc.gc.ca)>  
**Subject:** Deployment Requests within SOR  
**Sensitivity:** Confidential

Good afternoon,

HR has learned that the seat negotiations will be happening soon. In anticipation of the negotiations, please find attached a list of substantive FB-03, SOR employees who have requested deployments to FB-03 positions **within SOR only**.

This list is not exhaustive. It is assembled from deployment requests that HR has received from SOR employees. The list may be missing names for example, if employees have not contacted HR or have not re-confirmed their interest (HR contacts employees approximately every 6 months to confirm they continue to be interested in deploying). If employees do not respond they are usually removed from the active deployment request list (unless they ask otherwise or are on leave etc.)).

Please feel free to contact me with any updates to the list. If you have any questions or would like any further information, please do not hesitate to contact me.

Kind regards,

Kathleen

Human Resources Advisor Specialist, Operations Branch  
Canada Border Services Agency / Government of Canada  
[Kathleen.Mifflin@cbsa-asfc.gc.ca](mailto:Kathleen.Mifflin@cbsa-asfc.gc.ca) / Tel: 905-354-2320 / TTY: 1-866-335-3237

Conseillère spécialiste en ressources humaines, Direction générale des opérations  
Agence des services frontaliers du Canada / Gouvernement du Canada  
[Kathleen.Mifflin@cbsa-asfc.gc.ca](mailto:Kathleen.Mifflin@cbsa-asfc.gc.ca) / Tél : 905-354-2320 / TTY : 1-866-335-3237



Student Hiring for summer session is on!  
It's time! Don't miss the boat – Consult your HR advisor



L'embauche des étudiants pour la période d'été est déboutée!  
C'est l'heure! Ne manquez pas le bateau – Consultez votre conseiller(ère) en RH

Last Name	First Name	PRI	Group	Home Region	Work Location	Language	Seeking Deployment to (Region)	Seeking Deployment to (Work Location)	Date of Request	Comments
			FB-03	SOR	NFD - Queenston Bridge Traveller Operations		SOR	FED - PB Commercial Operations	2015-01-27	
			FB-03	SOR	NFD - Rainbow Bridge		SOR	NFD - Queenston Bridge	2015-09-28	
			FB-03	SOR	NFD - Rainbow Bridge		SOR	EIOD - Inland Enforcement	2016-01-11	
			FB-03	SOR	NFD - Queenston Bridge Traffic Operations		SOR	NFD - Queenston Commercial Operations	2016-05-27	
			FB-03	SOR	NFD - Whirlpool Bridge		SOR	Somewhere in region		
			FB-03	SOR	NFD - Queenston Bridge Traveller Operations		SOR	NFD - Queenston Commercial Operations		
			FB-03	SOR	NFD - Queenston Bridge Traffic Operations		SOR	NFD - Queenston Commercial Operations	2016-05-26	
			FB-03	SOR	NFD - Queenston Bridge Traveller Operations		SOR	NFD - Rainbow Bridge		
			FB-05	SOR	NFD - Rainbow Bridge		SOR	EIOD - Investigations	2019-05-16	
			FB-03	SOR	NFD - Queenston Bridge Traveller Operations		SOR	NFD - Queenston Commercial Operations	2016-05-10	
			FB-03	SOR	NFD - Rainbow Bridge		SOR	Peace Bridge	2019-04-18	
			FB-03	SOR	NFD - Queenston Bridge		SOR	Peace Bridge Commercial	2019-04-26	
			FB-03	SOR	NFD - Queenston Bridge		SOR	Peace Bridge - Traffic/Commercial	2019-10-30	
			FB-03	SOR	NFD - Rainbow Bridge Operations		SOR	NFD - Queenston Commercial	2014-01-01	
			FB-03	SOR	FED - Peace Bridge Traveller Operations		SOR	NFD - Whirlpool Bridge	2015-02-26	
			FB-03	SOR	FED - Peace Bridge		SOR	Rainbow, Queenston - Traffic or Commercial	2019-10-22	
			FB-03	SOR	FED - Fort Erie District Operations		SOR	NFD - Niagara District Operations	2015-09-11	
			FB-07	SOR	FED - Peace Bridge		SOR	Queenston, Rainbow	2019-05-30	
			FB-03	SOR	FED - Peace Bridge		SOR	Queenston and Rainbow	2019-10-11	
			FB-05	SOR	FED - Peace Bridge Traveller Operations		SOR	Niagara District (any Niagara Falls location)	2019-10-03	
			FB-03	SOR	FED - Peace Bridge Traveller Operations		SOR	NFD - Queenston Commercial / Travellers	2015-02-20	
			FB-03	SOR	FED - Peace Bridge		SOR	NFD - Queenston	2017-10-16	
			FB-03	SOR	FED - Fort Erie Traffic Operations		SOR	FED - Fort Erie Commercial Operations / NFD	2016-09-30	
			FB-03	SOR	FED - Peace Bridge		SOR	Rainbow Bridge	2019-08-20	
			FB-03	SOR	FED - Peace Bridge Traveller Operations		SOR	NFD - Niagara District Operations	2016-01-15	
			FB-03	SOR	SCD - Blue Water Bridge		SOR	SCD - St. Clair District	2015-06-12	
			FB-03	SOR	SCD - Blue Water Bridge		SOR	SCD - London Airport	2014-09-14	
			FB-03	SOR	SCD - Blue Water Bridge		SOR	WTO - Windsor Tunnel / ABD - Ambassador	2017-11-15	
			FB-03	SOR	SCD - Blue Water Bridge		SOR	SCD - London Airport	2010-08-20	
			FB-03	SOR	SCD - Blue Water Bridge		SOR	SCD - London Airport	2010-08-14	
			FB-03	SOR	SCD - Blue Water Bridge		SOR	ABD or WTO - Windsor District	2016-11-28	
			FB-05	SOR	SCD - Blue Water Bridge		SOR	London Airport	2019-01-23	
			FB-03	SOR	SCD - Blue Water Bridge		NOR / SOR	Prescott/Lansdowne + Niagara District	2019-03-01	can't find orig req - new docs requested
			FB-03	SOR	SCD - Blue Water Bridge		SOR	SCD - London Airport	2015-09-15	
			FB-03	SOR	SCD - Blue Water Bridge		SOR	WTO - Windsor Tunnel or Airport	2017-11-23	
			FB-03	SOR	SCD - Blue Water Bridge		SOR	SCD - London Airport	2015-07-24	
			FB-03	SOR	SCD - Blue Water Bridge		SOR	SCD - London Airport	2015-12-15	

	FB-03	SOR	SCD - Blue Water Bridge		SOR	SCD - London Airport	2016-11-09	
	FB-03	SOR	Windsor AIS		SOR	EIOD	2017-09-21	
	FB-03	SOR	ABD - Ambassador Bridge		SOR	EIOD - Inland Enforcement Windsor/St. Clair/Niagara	2017-04-29	
	FB-03	SOR	Ambassador Bridge Operations		SOR	Windsor Tunnel Operations	2019-07-24	

## Schmid, Therese

---

**From:** McBurney, Denise  
**Sent:** January 23, 2020 09:38 AM  
**To:** Walters, Jeff  
**Subject:** RE: Internal seat trades

Ok, so it was previously agreed upon one for one no compensation for bilingual.

---

**From:** Walters, Jeff <Jeff.Walters@cbsa-asfc.gc.ca>  
**Sent:** January 23, 2020 9:36 AM  
**To:** McBurney, Denise <Denise.McBurney@cbsa-asfc.gc.ca>  
**Subject:** RE: Internal seat trades

I am not in agreement with this exchange.. see my email

---

**From:** McBurney, Denise <Denise.McBurney@cbsa-asfc.gc.ca>  
**Sent:** January 23, 2020 8:47 AM  
**To:** Risk, Julie <Julie.Risk@cbsa-asfc.gc.ca>  
**Cc:** Walters, Jeff <Jeff.Walters@cbsa-asfc.gc.ca>  
**Subject:** RE: Internal seat trades

No, that is why I wanted to flag is, I do not know how many bilingual seats we are getting yet, but if this exchange were to be approved, we could look at changing a bilingual seat from NF to FE with a unilingual one with in this cohort or the future.

---

**From:** Risk, Julie <Julie.Risk@cbsa-asfc.gc.ca>  
**Sent:** January 23, 2020 8:45 AM  
**To:** McBurney, Denise <Denise.McBurney@cbsa-asfc.gc.ca>  
**Cc:** Walters, Jeff <Jeff.Walters@cbsa-asfc.gc.ca>  
**Subject:** Re: Internal seat trades

Hi Denise,

Sorry is or Bilingual for the exchange?

Sent from my iPhone

On Jan 23, 2020, at 8:40 AM, McBurney, Denise <Denise.McBurney@cbsa-asfc.gc.ca> wrote:

Hello,

I am working on Cohort 15 trades and intraregional to start. I have the following for FE and NF can you let me know if you approve?

	SOR	PB	SOR	Rainbow, Queenston - Traffic or Commercial	2019-10-22
	SOR	PB	SOR	Queenston and Rainbow	2019-06-25
	SOR	RB	SOR	Peace Bridge	2019-04-18
	SOR	QB	SOR	Peace Bridge - Traffic/Commercial	2019-10-30
	SOR	PB	SOR	Queenston	2017-10-16
	SOR	PB	SOR	Rainbow Bridge	2019-05-27

There is already a trade in the works for and pending SLE finalization.

I have notes on and in exchange for one another.

Is there an opportunity for to go to Niagara Falls in exchange for or – he is bilingual.

Thanks,

Denise McBurney

Team Leader, National Staffing Operations, Southern Ontario Region  
Canada Border Services Agency | Government of Canada  
[Denise.McBurney@cbsa-asfc.gc.ca](mailto:Denise.McBurney@cbsa-asfc.gc.ca) / Tel: 905-354-2736

Chef d'équipe, Opérations de dotation nationale, Région du Sud de l'Ontario  
Agence des services frontaliers du Canada | Gouvernement du Canada  
[Denise.McBurney@cbsa-asfc.gc.ca](mailto:Denise.McBurney@cbsa-asfc.gc.ca) / Tél. : 905-354-2736

## Schmid, Therese

---

**From:** Walters, Jeff  
**Sent:** February 14, 2020 10:58 AM  
**To:** Risk, Julie  
**Subject:** RE:

Why not wait until the test results? You might be setting a precedent in offering travel??

-----Original Message-----

From: Risk, Julie <Julie.Risk@cbsa-asfc.gc.ca>  
Sent: February 14, 2020 10:24 AM  
To: Walters, Jeff <Jeff.Walters@cbsa-asfc.gc.ca>  
Subject: RE:

-----Original Message-----

From: Walters, Jeff <Jeff.Walters@cbsa-asfc.gc.ca>  
Sent: February 14, 2020 10:22 AM  
To: Risk, Julie <Julie.Risk@cbsa-asfc.gc.ca>  
Subject: RE:

What's the hold up with ?

I'm not going to release on assignment if I have to wait for you to release ....

-----Original Message-----

From: Risk, Julie <Julie.Risk@cbsa-asfc.gc.ca>  
Sent: February 14, 2020 9:47 AM  
To: Walters, Jeff <Jeff.Walters@cbsa-asfc.gc.ca>  
Subject: Re:

I don't want to deploy unless you got your person in exchange. I'm just confirming

Sent from my iPhone

> On Feb 14, 2020, at 9:10 AM, Walters, Jeff <Jeff.Walters@cbsa-asfc.gc.ca> wrote:

>  
> Should this not be a straight deployment?  
>  
>  
>  
>

> -----Original Message-----

> From: Risk, Julie <Julie.Risk@cbsa-asfc.gc.ca>

> Sent: February 14, 2020 9:07 AM  
> To: Walters, Jeff <Jeff.Walters@cbsa-asfc.gc.ca>  
> Subject: Re:  
>  
> Exchange for  
>  
>  
> Sent from my iPhone  
>  
>> On Feb 14, 2020, at 8:44 AM, Walters, Jeff <Jeff.Walters@cbsa-asfc.gc.ca> wrote:  
>>  
>> Who are we exchanging? Is this a deployment ??  
>>  
>>  
>>  
>>  
>> -----Original Message-----  
>> From: Risk, Julie <Julie.Risk@cbsa-asfc.gc.ca>  
>> Sent: February 14, 2020 8:29 AM  
>> To: Walters, Jeff <Jeff.Walters@cbsa-asfc.gc.ca>  
>> Subject:  
>>  
>> HAVe you seen documents for the exchange yet? I just had it  
>> come in want wanted to make sure you guys were covered  
>>  
>> Sent from my iPhone



**Schmid, Therese**

---

**From:** Walters, Jeff  
**Sent:** October 2, 2018 08:52 AM  
**To:** Lafferty, Daniel; Felice, Andrew; McBurney, Denise  
**Subject:** RE:

Has this been finalized?

Jeff Walters  
Director, Operations Branch  
Canada Border Services Agency / Government of Canada  
[Jeff.Walters@cbsa-asfc.gc.ca](mailto:Jeff.Walters@cbsa-asfc.gc.ca) / Tel: 905-262-6742 / TTY 866-335-3237

Directeur, Direction générale des opérations  
Agence des services frontaliers du Canada / Gouvernement du Canada  
[Jeff.Walters@cbsa-asfc.gc.ca](mailto:Jeff.Walters@cbsa-asfc.gc.ca) / Tel: 905-262-6742 / TTY 866-335-3237

---

**From:** Lafferty, Daniel  
**Sent:** September 27, 2018 12:38 PM  
**To:** Felice, Andrew ; McBurney, Denise  
**Cc:** Walters, Jeff  
**Subject:** Re:

I've asked Erika to have a conversation

Sent from my BlackBerry 10 smartphone on the Rogers network.

---

**From:** Felice, Andrew  
**Sent:** Thursday, September 27, 2018 12:12 PM  
**To:** McBurney, Denise  
**Cc:** Lafferty, Daniel; Walters, Jeff  
**Subject:** RE:

Thanks Denise

Dan will be getting a written response from

Denise – NFD would like to recoup this seat from a future cohort  
– unless FED has another BSO interested in NFD?

Thank you  
Andrew

---

**From:** McBurney, Denise  
**Sent:** September 27, 2018 10:20 AM

**To:** Felice, Andrew <[Andrew.Felice@cbsa-asfc.gc.ca](mailto:Andrew.Felice@cbsa-asfc.gc.ca)>  
**Cc:** Lafferty, Daniel <[Daniel.Lafferty@cbsa-asfc.gc.ca](mailto:Daniel.Lafferty@cbsa-asfc.gc.ca)>  
**Subject:** RE:

Yes, the seat was already transferred for cohort 12.

---

**From:** Felice, Andrew  
**Sent:** September 27, 2018 9:27 AM  
**To:** McBurney, Denise <[Denise.McBurney@cbsa-asfc.gc.ca](mailto:Denise.McBurney@cbsa-asfc.gc.ca)>  
**Cc:** Lafferty, Daniel <[Daniel.Lafferty@cbsa-asfc.gc.ca](mailto:Daniel.Lafferty@cbsa-asfc.gc.ca)>  
**Subject:**

Hi Denise,

Chief Lafferty and I were working on a transfer for BSO  
seat already in the works for this trade?

from FED to NFD. It appears that  
Was an OITP

Thanks  
Andrew